



UNITED NATIONS CHILDREN'S FUND (GENERIC) JOB PROFILE

I. Post Information

Job Title: **WASH Specialist (WASH in Institutions – Health Care Facilities - HCFs)**
 Supervisor Title/ Level: **WASH Specialist (Water Supply) P4**
 Organizational Unit: **Programme**
 Post Location: **Country Office**

Job Level: **Level NO3**
 Job Profile No.:
 CCOG Code:
 Functional Code: **WSH**
 Job Classification Level:

II. Organizational Context and Purpose for the job

The fundamental mission of UNICEF is to promote the rights of every child, everywhere, in everything the Organization does — in programmes, in advocacy and in operations. The equity strategy, emphasizing the most disadvantaged and excluded children and families, translates this commitment to children's rights into action. For UNICEF, equity means that all children have an opportunity to survive, develop and reach their full potential, without discrimination, bias or favoritism. To the degree that any child has an unequal chance in life — in its social, political, economic, civic and cultural dimensions — her or his rights are violated. There is growing evidence that investing in the health, education and protection of a society's most disadvantaged citizens — addressing inequity — not only will give more children the opportunity to fulfill their potential but also will lead to sustained growth and stability of countries. This is why the focus on equity is so vital. It accelerates progress towards realizing the human rights of all children, which is the universal mandate of UNICEF, as outlined by the Convention on the Rights of the Child, while also supporting the equitable development of nations.

Job organizational context:

UNICEF Mozambique WASH programme works at national and decentralized level, with a variety of interventions covering both Enabling Environment, Field Implementation, Emergency preparedness and response, with a strong focus in supporting the Government of Mozambique to deliver WASH services according to national strategies and goals (service delivery through capacity building). Within the last CPD, the WASH in institutions component has increasing in focus and scope, requiring dedicated capacity to lead its implementation. The WASH Specialist level NO3 – WASH in Institutions (focus on HCFs) will manage the implementation of the WASH in HCF component of the UNICEF Mozambique WASH programme, reports to the WASH Specialist (Water supply) P4.

Purpose of the job: The WASH Specialist (WASH in Institutions (focus on HCFs) supports the development, preparation, management, implementation, monitoring and evaluation of the WASH programme within the country programme, especially the WASH in HCFs component. The Specialist provides technical guidance and management support throughout the programming processes, to facilitate the administration and achievement of the WASH-related output results in the country programme.

III. Key functions, accountabilities and related duties/tasks

Summary of key functions/accountabilities:

1. Programme development and planning
2. Programme management, monitoring and delivery of results
3. Technical and operational support for programme implementation
4. Humanitarian WASH preparedness and response
5. Networking and partnership building
6. Innovation, knowledge management and capacity building

1. Programme development and planning

- Draft the WASH inputs for the situation analysis, especially on WASH in HCFs. Provide timely, comprehensive and current data to inform WASH policy and programme development, planning, management and implementation, including liaison with Health section for the corresponding action within the Health sector. Keep abreast of WASH and Health sector development trends, for maximum efficiency and effectiveness in programme design, management and implementation in regard to WASH in HCFs.
- Participate in strategic WASH programme planning discussions, especially on WASH in HCFs. The WASH Specialist will act as a liaison and lead the coordination between WASH and Health sectors within UNICEF programme and among partners. Prepare WASH in HCFs donor proposals, ensuring alignment with UNICEF's Strategic Plan, UNICEF's global WASH and Health strategies and the Country programme, as well as government plans and priorities, and the role of other external support agencies.
- Assist in the formulation of the WASH outcome and output results, related indicators, baselines, targets and means of verification, especially the Output related to WASH in Institutions. Prepare required documentation for programme reviews.
- Work with colleagues and partners among both sectors to discuss strategies and methodologies for the achievement of WASH in Institutions output results in the country programme.
- Provide technical and operational support throughout all stages of programming processes and ensure integration, coherence and harmonization of WASH with other UNICEF sectors, especially Health Sector, for the achievement of the WASH in Institutions output results.
- Draft assigned sections of the annual work plan, in close cooperation with government and other counterparts.

2 Programme management, monitoring and delivery of results

- With other external support agencies, strengthen national government WASH and Health sectors monitoring systems, with a focus on WASH outcomes (behaviors), using bottleneck analysis tools available in the sector (WASH-BAT, CSOs, SDAs).
- Participate in monitoring and evaluation exercises, programme reviews and annual sectoral reviews with government and other counterparts and prepare reports on results for required action/interventions at the higher level of programme management.
- Prepare/assess monitoring and evaluation reports to identify gaps, strengths/weaknesses in programmes and management, identify and document lessons learned.
- Monitor and report on the use of sectoral programme resources (financial, administrative and other assets), verify compliance with approved allocations, organizational rules,

regulations/procedures and donor commitments, standards of accountability and integrity. Report on issues identified to enable timely resolution by management/stakeholders.

- Prepare sectoral progress reports for management, donors and partners.

3 Technical and operational support for programme implementation

- Actively monitor UNICEF-supported activities through field visits, surveys and exchange of information with partners, to assess progress, identify bottlenecks and potential problems and take timely decisions to resolve issues and/or refer to relevant officials for timely interventions.
- In coordination with Provincial Field Offices, Health sector and other members of the WASH team, monitor the programmatic and financial implementation of UNICEF supported implementation agreements for WASH in HCF related activities, including providing technical support to Field Offices and implementing partners to ensure timely implementation and achievement of results of field activities.
- Provide technical and operational support to government counterparts, NGO partners, UN system partners and other country office partners/donors on the application and understanding of UNICEF policies, strategies, processes and best practices in WASH in Institutions, to support programme implementation.
- Plan for use of technical experts from the Regional Office and HQ, as and where appropriate in the WASH and Health programmes, through remote support and on-site visits.
- Participate in WASH and Health programme meetings, to review progress, with government, other sector agencies and implementation partners, involved at various stages of WASH and Health programme implementation, to provide expert advice and guidance.
- Draft policy papers, briefs and other strategic materials for use by management, donors, UNICEF regional offices and headquarters.

4 Humanitarian WASH preparedness and response

- Support Government and partners at national and decentralized level in the identification and analysis of risks, and their impact over WASH in HCF services, and put in place preparedness and contingency mechanisms to ensure UNICEF is prepared to deliver on its commitments for WASH and Health in case of an emergency.
- Contribute to the coordination arrangement for humanitarian WASH and Health, for instant robust coordination in case of an emergency.
- Take up support roles in an WASH and Health emergency response and early recovery, including Infection Prevention and Control related activities, especially in the context of epidemics, as and when the need arises.

5 Networking and partnership building

- Provide technical and managerial support to Government for the establishment and operation of intersectoral coordination mechanisms, for the development of strategies, plans and overall coordination of WASH in HCF related interventions, and their incorporation within Health sector / Maternal, Neonatal and Child Health related strategies and plans.
- Build and sustain close working partnerships with government counterparts and national stakeholders through active sharing of information and knowledge to facilitate programme

implementation and build capacity of stakeholders to achieve WASH in Institutions output results.

- In close collaboration with Health section within UNICEF and Health sector counterparts, prepare materials for WASH in Institutions (focus on HCFs) programme advocacy to promote awareness, establish partnerships and support fund-raising.
- Participate in inter-agency discussions, ensuring that UNICEF's position, interests and priorities are fully considered and integrated in the UNDAF development planning and agenda setting.

6. Innovation, knowledge management and capacity building

- Lead the development, implementation, monitoring and documentation of WASH in Institutions action research and innovation (technical or systems).
- Prepare learning/knowledge products, covering innovative approaches and good practices, to support overall WASH in Institutions sector development.
- Contribute to the systematic assessment of WASH in Institutions sector capacity gap analysis, in collaboration with government and other stakeholders, and support the design of initiative to strengthen capacities systematically.
- Participate as a resource person in capacity building initiatives to enhance the competencies of clients/stakeholders.

IV. Impact of Results

The support provided by the WASH in Institutions specialist will enable the country office to achieve the WASH and Health related output results of the country programme. This, in turn, will contribute to the achievement of the outcome results of the country programme document. When done effectively, the achievement of the outcome results will improve child survival, growth and development and reduce inequalities in the country.

V. UNICEF values and competency Required (based on the updated Framework)

Core Values

- Care
- Respect
- Integrity
- Trust
- Accountability

Core Competencies (For Staff with Supervisory Responsibilities) *

- Nurtures, Leads and Manages People (1)
- Demonstrates Self Awareness and Ethical Awareness (2)
- Works Collaboratively with others (2)
- Builds and Maintains Partnerships (2)
- Innovates and Embraces Change (2)
- Thinks and Acts Strategically (2)
- Drives to achieve impactful results (2)
- Manages ambiguity and complexity (2)

or

Core Competencies (For Staff without Supervisory Responsibilities) *

- Demonstrates Self Awareness and Ethical Awareness (1)
- Works Collaboratively with others (1)
- Builds and Maintains Partnerships (1)
- Innovates and Embraces Change (1)
- Thinks and Acts Strategically (1)
- Drive to achieve impactful results (1)
- Manages ambiguity and complexity (1)

*The 7 core competencies are applicable to all employees. However, the competency Nurtures, Leads and Managers people is only applicable to staff who supervise others.

VI. Recruitment Qualifications

Education:	<p>An advanced university degree(Master's) in one of the following fields is required: public health, social sciences, behavior change communication, water and sanitation engineering or another relevant technical field.</p> <p>Additional relevant post-graduate courses that complement/supplement the main degree are a strong asset.</p>
Experience:	<p>DEVELOPMENTAL: a minimum of five years of professional experience in WASH-related programmes for developing countries is required, especially in WASH in Institutions with focus on HCF</p> <p>One year of deployment in a developing country is required.</p> <p>HUMANITARIAN: Experience in planning and implementation of emergency response within the WASH or Health sectors, or specifically for WASH in HCFs is an asset</p>
Language Requirements:	<p>Fluency in English and Portuguese is required. Proficiency in other local languages is a strong asset.</p>

VII. Technical requirements	
<ol style="list-style-type: none"> 1. WASH-in-Institutions, with focus on HCFs and its impact over Maternal Neonatal and Child Health (MNCH) 2. Infection Prevention and Control 3. National government WASH and Health policies, plans and strategies 4. Rural water supply for low- and middle-income countries - including water safety, sustainability 5. Rural sanitation for low- and middle-income countries, incl sustainability; applying CATS principles 6. Urban sanitation for low- and middle-income countries, incl sustainability 7. Handwashing with soap 8. Analysis of national budgets and expenditure for basic WASH and WASH in HCFs, and related advocacy 	Expert knowledge of the three first components and basic knowledge of the rest of components
<ol style="list-style-type: none"> 1. Humanitarian WASH - preparedness 2. Humanitarian WASH - response and recovery 	Basic knowledge of both components
<ol style="list-style-type: none"> 1. Humanitarian WASH – coordination of the response 	Basic knowledge
<ol style="list-style-type: none"> 2. Programme/project management 3. Capacity development 4. Knowledge management 5. Monitoring and evaluation 	Expert knowledge of two components and basic knowledge of the other two components
<ol style="list-style-type: none"> 1. Human rights and WASH 2. Gender equality and WASH 	In-depth knowledge